



Shri Aillak Pannalal Digamber Jain Pathashala's

WALCHAND INSTITUTE OF TECHNOLOGY

Seth Walchand Hirachand Marg, Ashok Chowk, Post Box No. 634, SOLAPUR - 413 006

Accredited by NBA, New Delhi.

"A" Grade Institution by Govt. of Maharashtra

Recognised by AICTE, New Delhi and permanently affiliated to Solapur University, Solapur.

● Phone : 2651388, 2653040, 2652700 ● Fax : (0217) 2651538 ● Email : principal@witsolapur.org ● Website : www.witsolapur.org

विट/महिला लैंगिक छळ प्रतिबंधक समिती/2012-13/897

02/08/2012

कार्यालयीन आदेश


विषय : महाविद्यालय स्तरावरील लैंगिक छळ प्रतिबंधक समितीचे गठन : 2012-13

याद्वारे सर्व संबंधितांना कळविण्यात येते की, वालचंद इन्स्टिट्यूट ऑफ टेक्नॉलॉजी, सोलापूर या महाविद्यालयाची वर्ष 2012-13 करिता खालील प्रमाणे लैंगिक छळ प्रतिबंधक समिती गठित करण्यात आलेली आहे. पुढील आदेशापर्यंत ही समिती कार्यरत राहिल.

अ.क्र	सभासदाचे नांव	पदनाम
1	प्रा. सौ. ए. आर. कुलकर्णी ,	अध्यक्षा, महिला तक्रार निवारण समिती
2	प्रा. एम.एस.बासरगांव	महाविद्यालयातील प्राध्यापक - सदस्य (प्रा. ना.)
3	श्री. उमेश धारीवाल	विद्यार्थी प्रतिनिधी - सदस्य (वि.मं.ना.)
4	कु. प्रियांका माळवे	विद्यार्थीनी प्रतिनिधी - सदस्य (वि.मं.ना.)
5	कु. देवयानी किणगी (अॅड.)	महिला अॅडव्होकेट - सदस्य
6	प्रा. सौ.आर.व्ही.पटवारी	स्वयंसेवी संस्थेची महिला प्रतिनिधी - सदस्य (प्रा. ना.)

सदरहू महाविद्यालयीन स्तरावरील समिती ही मा.सर्वोच्च न्यायालयाने (Vishakha & Others Vs. State of Rajasthan & Others : AIR 1997 SCC 3011) दिलेल्या आदेशानुसार शैक्षणिक संस्थांमध्ये होणा-या मुलींच्या छेडछाडीवर प्रतिबंध करण्याकरीता (महिला तक्रार निवारण समिती) महिला छेडछाड प्रतिबंधक समिती स्थापन केलेली आहे. या समितीचे कामकाज मा.सर्वोच्च न्यायालयाच्या निर्देशानुसार राहिल. यात -

- 1) महाविद्यालयातील महिलांसाठी शैक्षणिक व इतर कलागुणांसाठी चालना देण्यासाठीच्या कार्यक्रमाची माहिती देणे.
- 2) महाविद्यालय स्तरावरील लैंगिक छळ व महिला समस्यांवरील चर्चा करणे.
- 3) संस्थेतील महिला कर्मचारी व विद्यार्थीनींचे लैंगिक छळाबाबत प्रतिबंधात्मक कार्यवाही करणे.
- 4) संस्थेतील महिला कर्मचारी व/तसेच विद्यार्थीनींचे लैंगिक छळाबाबत तक्रारी आल्यास त्याचे निराकरण करणे.
- 5) विद्यार्थीनी व महिला कर्मचा-यांचे सुरक्षेच्या दृष्टीने आवश्यक ती उपाययोजना करणे.
- 6) नियमितपणे समितीच्या बैठका घेवून त्याचा अहवाल विद्यापीठास पाठविणे.
- 7) वेळोवेळी आवश्यकतेनुसार योग्य त्या उपाययोजना व कार्य करणे.


(डॉ.एस.ए.हलकुडे)

प्राचार्य

Vishaka Guidelines
against
Sexual Harassment at Workplace

Guidelines and norms laid down by the Hon'ble Supreme Court in Vishaka and Others Vs. State of Rajasthan and Others(JT 1997 (7) SC 384)

HAVING REGARD to the definition of 'human rights' in Section 2 (d) of the Protection of Human Rights Act, 1993,

TAKING NOTE of the fact that the present civil and penal laws in India do not adequately provide for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time,

It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

Duty of the Employer or other responsible persons in work places and other institutions

It shall be the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the commission of acts of sexual harassment and to provide the procedures for the resolution, settlement or prosecution of acts, of sexual harassment by taking all steps required.

Definition

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (whether directly or by implication) as:

- a) **Physical contact and advances;**
- b) **A demand or request for sexual favours;**
- c) **Sexually coloured remarks;**
- d) **Showing pornography;**
- e) **Any other unwelcome physical, verbal or non-verbal conduct of sexual nature**

Where any of these acts is committed in circumstances where-under the victim of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary, or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any objection thereto.

Preventive Steps

All employers or persons in charge of work place whether in public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation they should take the following steps:

- A. Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.**
- B. The Rules/Regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.**
- C. As regards private employers, steps should be taken to include the aforesaid prohibitions in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.**
- D. Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.**

Criminal Proceedings

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

Disciplinary Action

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with those rules.

Complaint Mechanism

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organisation for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

Complaints Committee

The complaint mechanism, referred to above, should be adequate to provide, where necessary, a Complaints Committee, a special counsellor or other support service, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman and not less than half of its members should be women. Further, to prevent the possibility of any undue pressure or influence from senior levels, such Complaints Committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

The Complaints Committee must make an annual report to the Government department concerned of the complaints and action taken by them.

The employers and person in charge will also report on the compliance with the aforesaid guidelines including on the reports of the Complaints Committee to the Government department.

Worker's Initiative

Employees should be allowed to raise issues of sexual harassment at a workers' meeting and in other appropriate forum and it should be affirmatively discussed in Employer-Employee Meetings.

Awareness

Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.

Third Party Harassment

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

The Central/State Governments are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.

These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.